

House File 628 - Introduced

HOUSE FILE 628

BY DONAHUE and HITE

A BILL FOR

1 An Act relating to teacher career paths, multiple leadership
2 roles, and compensation for teachers, school foundation aid
3 distributed to teachers for salaries and additional duties,
4 and to class size management strategies approved for Iowa's
5 school districts.
6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 256.9, subsection 56, Code 2021, is
2 amended to read as follows:

3 56. *a.* Develop and implement a coaching and support system
4 for teachers aligned with the framework and comparable systems
5 approved as provided in section 284.15.
6 *b.* Develop and implement in collaboration with education
7 stakeholders, a coaching and support system for administrators.
8 The coaching and support system shall be aligned with the
9 beginning administrator mentoring and induction program
10 created pursuant to section 284A.5 and shall also be designed
11 to support administrators in school districts approved to
12 implement the framework and comparable systems set forth
13 pursuant to sections 284.15, 284.16, and 284.17. For the
14 fiscal year beginning July 1, 2017, and each subsequent fiscal
15 year, the The coaching and support system for administrators
16 shall be available to any school district whether or not the
17 district has been approved to implement the framework and
18 comparable systems set forth pursuant to sections 284.15,
19 284.16, and 284.17.

20 Sec. 2. Section 257.10, subsection 9, paragraph d, Code
21 2021, is amended to read as follows:

22 *d.* For the budget year beginning July 1, 2009, the use
23 of the funds calculated under this subsection shall comply
24 with the requirements of chapter 284 and shall be distributed
25 to teachers pursuant to section 284.3A. For the budget year
26 beginning July 1, 2010, and succeeding budget years beginning
27 before July 1, 2021, the use of the funds calculated under
28 this subsection shall comply with the requirements of chapter
29 284 and shall be distributed to teachers pursuant to section
30 284.3A, Code 2021. For the budget year beginning July 1, 2021,
31 and succeeding budget years, the use of the funds calculated
32 under this subsection shall comply with the requirements of
33 section 284.18.

34 Sec. 3. Section 257.10, subsection 12, paragraph d, Code
35 2021, is amended to read as follows:

1 *d.* (1) For the budget year beginning July 1, 2014, and
 2 succeeding budget years beginning before July 1, 2021, the use
 3 of the funds calculated under this subsection shall comply
 4 with the requirements of chapter 284, Code 2021, and shall be
 5 distributed to teachers pursuant to section 284.15, Code 2021.
 6 The funds shall be used only to increase the payment for a
 7 teacher assigned to a leadership role pursuant to a framework
 8 or comparable system approved pursuant to section 284.15,
 9 Code 2021; to increase the percentages of teachers assigned
 10 to leadership roles; to increase the minimum teacher starting
 11 salary to thirty-three thousand five hundred dollars; to
 12 cover the costs for the time mentor and lead teachers are not
 13 providing instruction to students in a classroom; for coverage
 14 of a classroom when an initial or career teacher is observing
 15 or co-teaching with a teacher assigned to a leadership role;
 16 for professional development time to learn best practices
 17 associated with the career pathways leadership process; and
 18 for other costs associated with a framework or comparable
 19 system approved by the department of education under section
 20 284.15, Code 2021, with the goals of improving instruction and
 21 elevating the quality of teaching and student learning.

22 (2) For the budget year beginning July 1, 2021, and
 23 succeeding budget years, the use of the funds calculated under
 24 this subsection shall comply with the requirements of section
 25 284.18.

26 Sec. 4. Section 257.37A, subsection 1, paragraph d, Code
 27 2021, is amended to read as follows:

28 ~~*d.* For the budget year beginning July 1, 2009, the use~~
 29 ~~of the funds calculated under this subsection shall comply~~
 30 ~~with requirements of chapter 284 and shall be distributed to~~
 31 ~~teachers pursuant to section 284.3A.~~ For the budget year
 32 beginning July 1, 2010, and succeeding budget years beginning
 33 before July 1, 2021, the use of the funds calculated under
 34 this subsection shall comply with the requirements of chapter
 35 284, Code 2021, and shall be distributed to teachers pursuant

1 to [section 284.3A](#), Code 2021. For the budget year beginning
2 July 1, 2021, and succeeding budget years, the use of the
3 funds calculated under this subsection shall comply with the
4 requirements of section 284.18.

5 Sec. 5. Section 272.28, subsection 1, unnumbered paragraph
6 1, Code 2021, is amended to read as follows:

7 Requirements for teacher licensure beyond an initial license
8 shall include successful completion of a beginning teacher
9 mentoring and induction program approved by the state board of
10 education pursuant to [section 284.5](#); ~~or two years of successful~~
11 ~~teaching experience in a school district with an approved~~
12 ~~career paths, leadership roles, and compensation framework or~~
13 ~~approved comparable system as provided in [section 284.15](#); or~~
14 evidence of not less than three years of successful teaching
15 experience at any of the following:

16 Sec. 6. Section 284.1, subsection 1, Code 2021, is amended
17 by striking the subsection.

18 Sec. 7. Section 284.4, subsection 1, paragraph e, Code 2021,
19 is amended by striking the paragraph.

20 Sec. 8. Section 284.6, subsection 8, Code 2021, is amended
21 to read as follows:

22 8. For each year in which a school district receives funds
23 calculated and paid to school districts for professional
24 development pursuant to [section 257.10, subsection 10](#), or
25 section 257.37A, subsection 2, the school district shall
26 create quality professional development opportunities. Not
27 less than thirty-six hours in the school calendar, held
28 outside of the minimum school day, shall be set aside during
29 nonpreparation time or designated professional development
30 time to allow practitioners to collaborate with each other to
31 deliver educational programs and assess student learning, or
32 to engage in peer review pursuant to section 284.8, subsection
33 1. The funds may be used to ~~implement the professional~~
34 ~~development provisions of the teacher career paths and~~
35 ~~leadership roles specified in [section 284.15](#), including but~~

1 ~~not limited to providing~~ provide professional development to
 2 teachers, including additional salaries for time beyond the
 3 normal negotiated agreement; activities and pay to support a
 4 beginning teacher mentoring and induction program that meets
 5 the requirements of [section 284.5](#); pay for substitute teachers,
 6 professional development materials, speakers, and professional
 7 development content; textbooks and curriculum materials
 8 used for classroom purposes if such textbooks and curriculum
 9 materials include professional development; administering
 10 assessments pursuant to [section 256.7, subsection 21](#),
 11 paragraph "b", subparagraphs (1) and (2), if such assessments
 12 include professional development; and costs associated with
 13 implementing the individual professional development plans.
 14 The use of the funds shall be balanced between school district,
 15 attendance center, and individual professional development
 16 plans, making every reasonable effort to provide equal access
 17 to all teachers.

18 Sec. 9. Section 284.11, subsection 2, paragraph c, Code
 19 2021, is amended to read as follows:

20 c. Review the use and effectiveness of the funds distributed
 21 to school districts for supplemental assistance in high-need
 22 schools under [this section](#), ~~and consider the findings and~~
 23 ~~recommendations of the commission on educator leadership~~
 24 ~~and compensation submitted pursuant to section 284.15,~~
 25 ~~subsection 13, relating to the use and effectiveness of the~~
 26 ~~funds distributed to school districts under [this section](#).~~ The
 27 department shall submit its findings and recommendations in a
 28 report to the general assembly by January 15 annually.

29 Sec. 10. Section 284.13, subsection 1, paragraphs d and f,
 30 Code 2021, are amended by striking the paragraphs.

31 Sec. 11. Section 284.13, subsection 3, Code 2021, is amended
 32 by striking the subsection.

33 Sec. 12. NEW SECTION. **284.18 Class size management.**

34 1. School districts shall develop a class size management
 35 strategy to work toward, or to maintain, class sizes in basic

1 skills instruction for kindergarten through grade twelve that
2 are at the state goal of seventeen students for every one
3 teacher, and shall use teacher salary supplement foundation aid
4 and teacher leadership supplement foundation aid to further
5 this purpose.

6 2. The teacher salary supplement district cost as
7 calculated under section 257.10, subsection 9, the teacher
8 leadership supplement district cost as calculated under section
9 257.10, subsection 12, and the area education agency teacher
10 salary supplement district cost as calculated under section
11 257.37A, subsection 1, are not subject to a uniform reduction
12 in accordance with section 8.31.

13 3. a. Teacher leadership supplement foundation aid
14 calculated under section 257.10, subsection 12, shall be paid
15 as part of the state aid payments made to school districts in
16 accordance with section 257.16.

17 b. Teacher leadership supplement foundation aid shall not be
18 combined with regular wages to create a combined salary.

19 Sec. 13. REPEAL. Sections 284.3A, 284.15, 284.16, and
20 284.17, Code 2021, are repealed.

21 EXPLANATION

22 The inclusion of this explanation does not constitute agreement with
23 the explanation's substance by the members of the general assembly.

24 This bill repeals Code provisions establishing the teacher
25 career paths, leadership roles, and compensation framework
26 and comparable systems, repeals the teacher compensation
27 and single salary system but provides that funds calculated
28 pursuant to Code section 257.37A under Code 2021 will continue
29 to be distributed to area education agency teachers, and
30 provides that teacher salary supplement foundation aid and
31 teacher leadership supplement foundation aid currently used
32 for purposes of the student achievement and teacher quality
33 program, including the framework and comparable systems, shall
34 be used for purposes of class size management strategies.

35 Currently, teacher salary supplement foundation aid is

1 distributed to teachers employed by school districts and area
2 education agencies for purposes of the salary minimums required
3 under a framework or comparable system, while the teacher
4 leadership supplement foundation aid is used to increase the
5 pay of teachers assigned to leadership roles; to increase
6 the percentages of teachers assigned to leadership roles; to
7 increase the minimum teacher starting salary; to cover the
8 costs for the time mentor and lead teachers are not providing
9 instruction to students in a classroom; for coverage of a
10 classroom when a teacher is observing or co-teaching with
11 a teacher assigned to a leadership role; for professional
12 development time; and for other costs associated with a
13 framework or comparable system.

14 The bill requires school districts to develop class size
15 management strategies to work toward, or to maintain, class
16 sizes in basic skills instruction for kindergarten through
17 grade 12 that are at the state goal of 17 students for every 1
18 teacher, and to use teacher salary supplement foundation aid
19 and teacher leadership supplement foundation aid to further
20 this purpose.

21 Currently, the teacher salary supplement district cost,
22 the teacher leadership supplement district cost, and the area
23 education agency teacher salary supplement district cost are
24 not subject to a uniform reduction in accordance with Code
25 section 8.31; teacher leadership supplement foundation aid
26 must be paid as part of the state aid payments made to school
27 districts in accordance with Code section 257.16; and teacher
28 leadership supplement foundation aid must not be combined with
29 regular wages to create a combined salary. The bill does not
30 modify these provisions.

31 The bill makes conforming changes to eliminate references
32 relating to the framework and comparable systems.